

EXHIBIT B
PART 8 OF 10

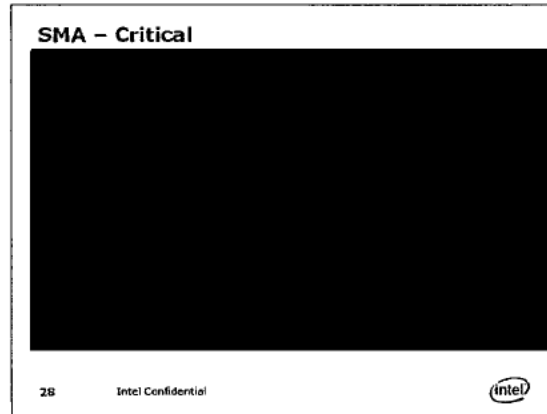


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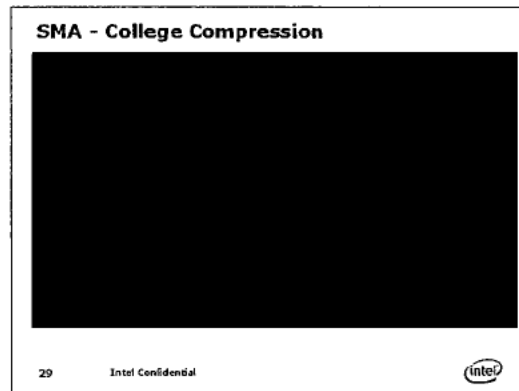
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Focal Budget Development, Continued

Slide 28 – SMA
Critical



Slide 29 – SMA
College
Compression



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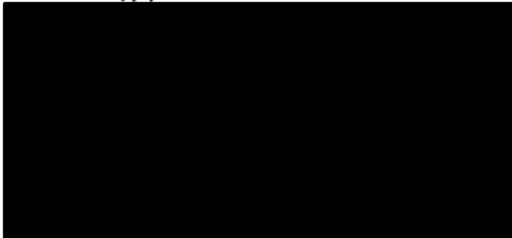



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Focal Budget Development, Continued

Slide 30 – Use of SMA

Use of SMA
 > How do we apply SMA?




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Slide 31- Practice Exercise

Practice Exercise - Explain the different factors used to develop Intel's yearly Focal Budget
 Use the following questions to check your understanding of Intel's compensation strategies, objectives and timelines. At each table work as a team t
 You will have 5 minutes to complete. Combine your score with your score from the previous practice exercise to determine the winning team.

1. What are the three different types of pay that make up the focal budget?
2. What are the three main factors that drive each year's focal budget?
3. At what point in the compensation planning cycle is the optimum time for BGHR and the business to give input on job roles and the potential need for salary adjustment?
4. Why is it important to get BGHR and business input and ensure job code cleanup **prior** to SMA adjustment decisions?
5. What do we mean when we say Total Cash Position-of-Market (POM)?
6. How is the strategy for SMA determined?

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Divide the class into the same table groups used in the previous exercise. Have each group work on the practice exercise. Allow five minutes for questions. Refer the participants to page 21 of the Participant Guide.

Answer key is on the next page.

Continued on next page



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Focal Budget Development Practice Exercise

Here are the answers to the practice exercise questions.

1. What are the three different types of pay that make up the focal budget?
Merit pay, Promo dollars, SMA
2. What are the three main factors that drive each year's focal budget? **External climate, internal climate and cost basis**
3. At what point in the compensation planning cycle is the optimum time for BGHR and the business to give input on job roles and the potential need for salary adjustment? **Not sure what the answer is here... think Q3???**
4. Why is it important to get BGHR and business input and ensure job code cleanup **prior** to SMA adjustment decisions? **Unless accurate job code placement occurs, the SMA adjustments will not accurately reflect Position-of-market.**
5. What do we mean when we say Total Cash Position-of-Market (POM)?
Position of Market (POM) is the *average* Intel pay rate compared to the *average* Market rate for a given position
6. How is the strategy SMA determined? **SMA is determined by analyzing market data and comparing POM to Intel's pay goals.**

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BGHR Role in Compensation

Slide 32 – BGHR Role

BGHR Role in Compensation


Partner effectively with business groups to determine when data indicate a need to revise business group job role benchmarking

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Slide 33 – Next Steps

HRBP's Next Steps

- What: Use the knowledge gained today to more effectively partner with business groups and Compensation through the Focal process and YRPM.
 - Refresh on Comp 101 if needed
 - Look for January focal budget announcements
- When: Year round, special emphasis during Focal period.
- How: Utilize the training to identify where BGHR and Comp partner in the Compensation Cycle.

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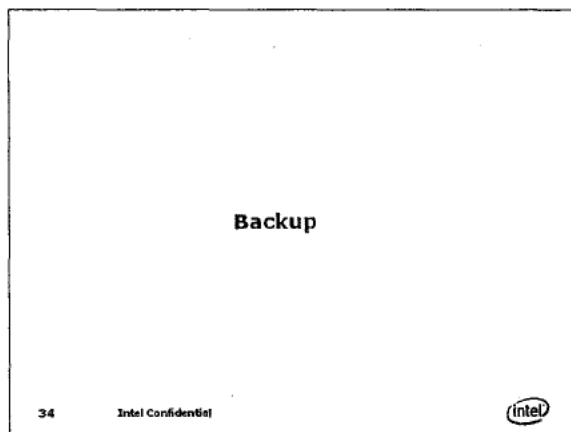


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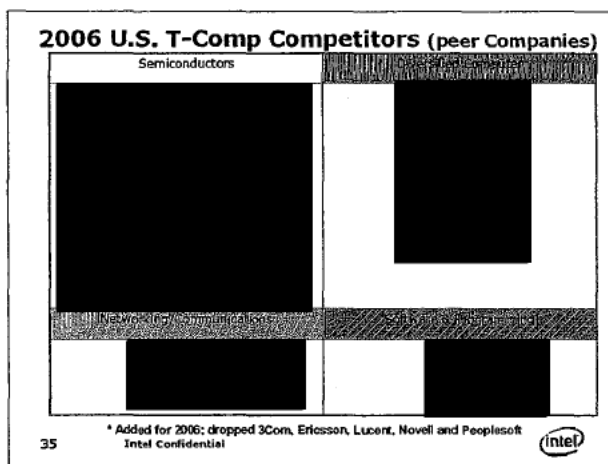
Back Up Material

Slide 34 – Back
Up



Use the back up slides to help answer any questions that might come up during the class.

Slide 35 – T-
Comp
Competitors



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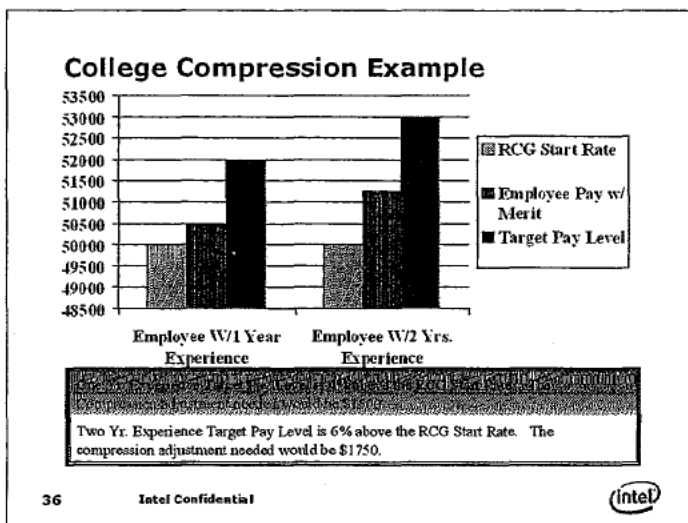
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Back Up Material, Continued

Slide 36 - Example



Slide 37 - Implementation Plan

Implementation Plan

Training Delivery	Instructors	Time Frame	Mandatory-BGHR	Training Maintenance	Content owners	Reviewer's/Approvers
Face to Face	Comp Consultants	VWV 49-04 07Dec 1- January 15	No	Intel U., BGHR HR ED Portal	J. Turnock, L. Foster	Claire, Mike, Paulette, Gary, Julie, Brad, Melanie, Lisa
Teleconference	Comp Consultants	VWV 49-04 07Dec 1- January 15	No	Intel U., BGHR HR ED Portal	J. Turnock, L. Foster	Claire, Mike, Paulette, Gary, Julie, Brad, Melanie, Lisa
Online	Self Paced	End of Q1 07	No	Intel U., BGHR HR ED Portal	J. Turnock, L. Foster	Claire, Mike, Paulette, Gary, Julie, Brad, Melanie, Lisa
TTT	Julia and Lincoln	VWV 48-49	Yes for Comp Consultants	Intel U., BGHR HR ED Portal	J. Turnock, L. Foster	Claire, Mike, Paulette, Gary, Julie, Brad, Melanie, Lisa

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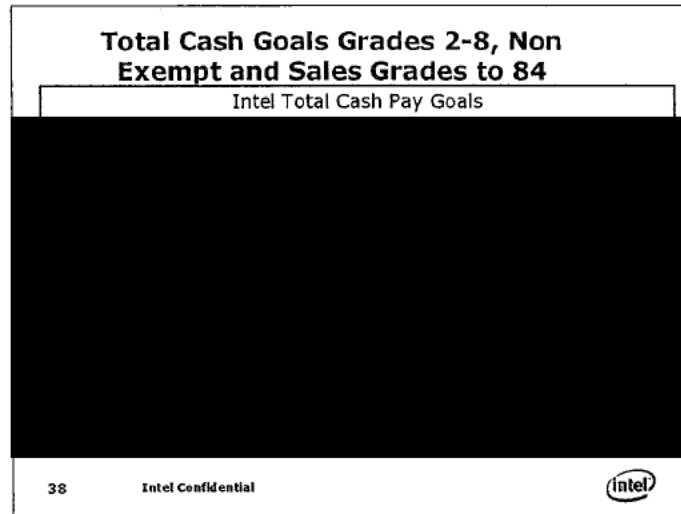


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Back Up Material, Continued

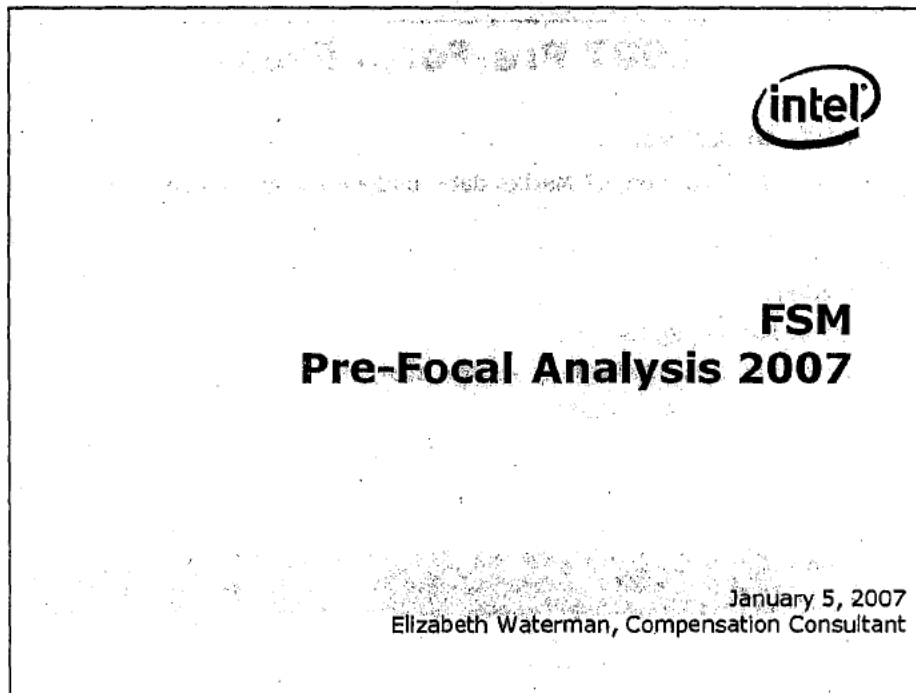
Slide 38 – T-
Cash Goals



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Exhibit D

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2007 Pre-Focal Prep

Today's Objective:

Review and educate on '07 Market data, budget and group compensation trends

Agenda:

- Review Focal budgets
- Review and discuss biz group specific analysis
- SMA Strategy and Priorities
- Grade 11-12 Staff
- Wrap Up

The data in this presentation provides compensation analysis that may help you when developing your Focal objectives

Focal "Sound bites"

Merit and promotion budget recommendations track with the market

- Merit and promotion increases similar to last year

Intel continues with 3-year SMA strategy

- [REDACTED]

Improving market competitiveness

- Base Pay for Grade 11+
- EB targets for Grade 10-11
- Salary Ranges

Changes to Stock Option program in line with strategy communicated last year to managers to reduce SOP.

- [REDACTED]

- [REDACTED]

Apply meritocracy and "do the right thing"

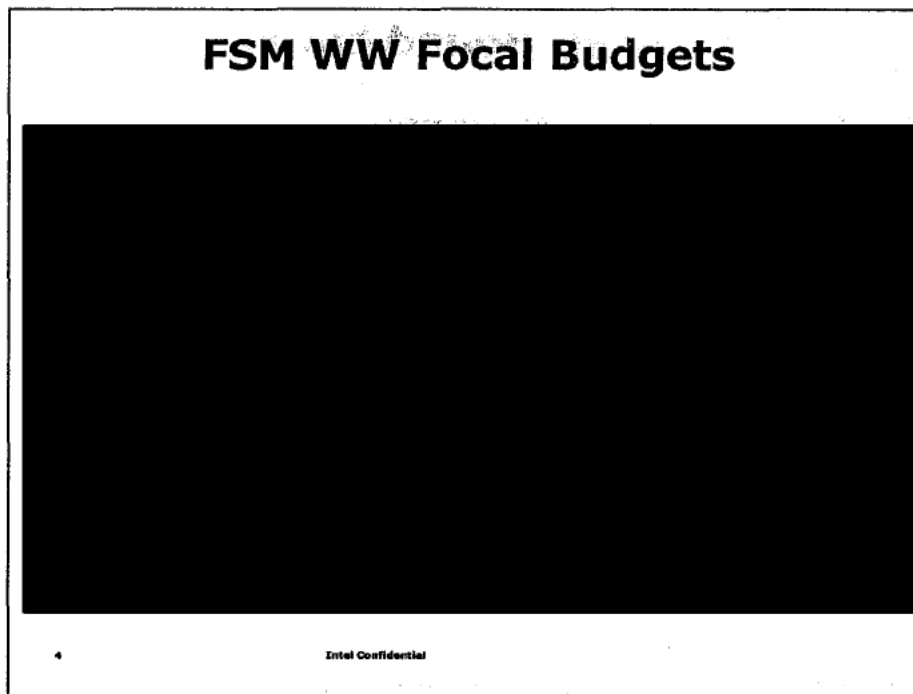
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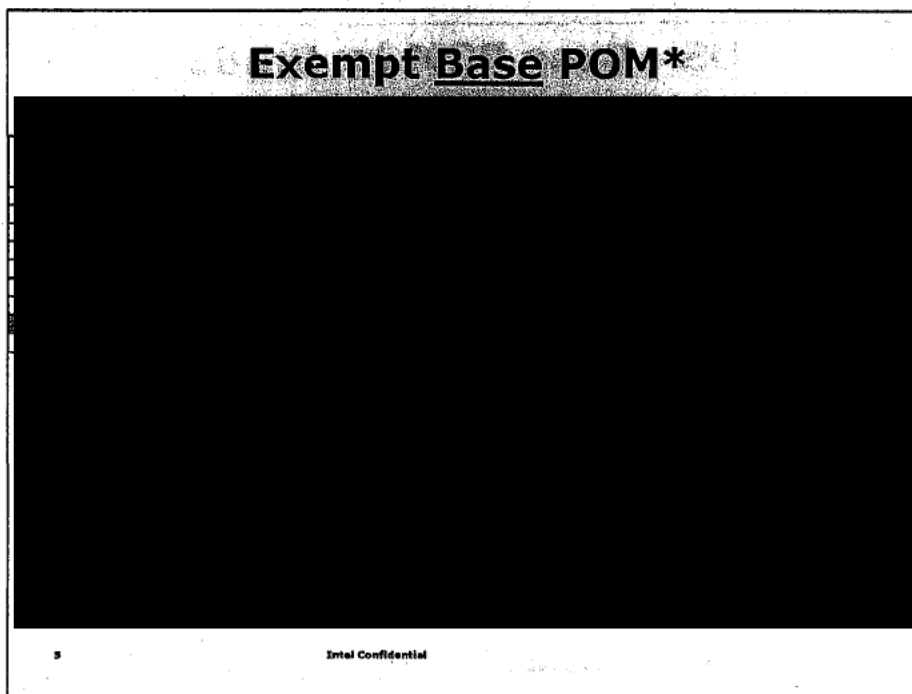
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Israel T/O below the Israel market at 11% for overall business.
Change 5.9 to 6%



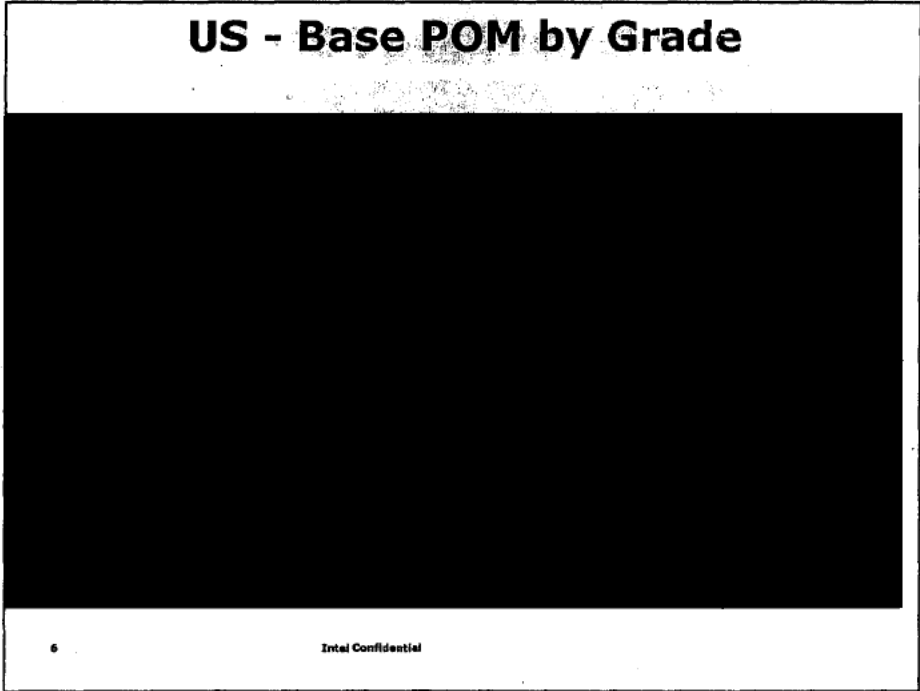
QUESTION:

Eng. Managers are benchmarked to the development eng.managers. Overall POM is higher than in FSM. Do we want position the eng. mgr to be as high as the product group

Position of Market = Intel divided by the Market

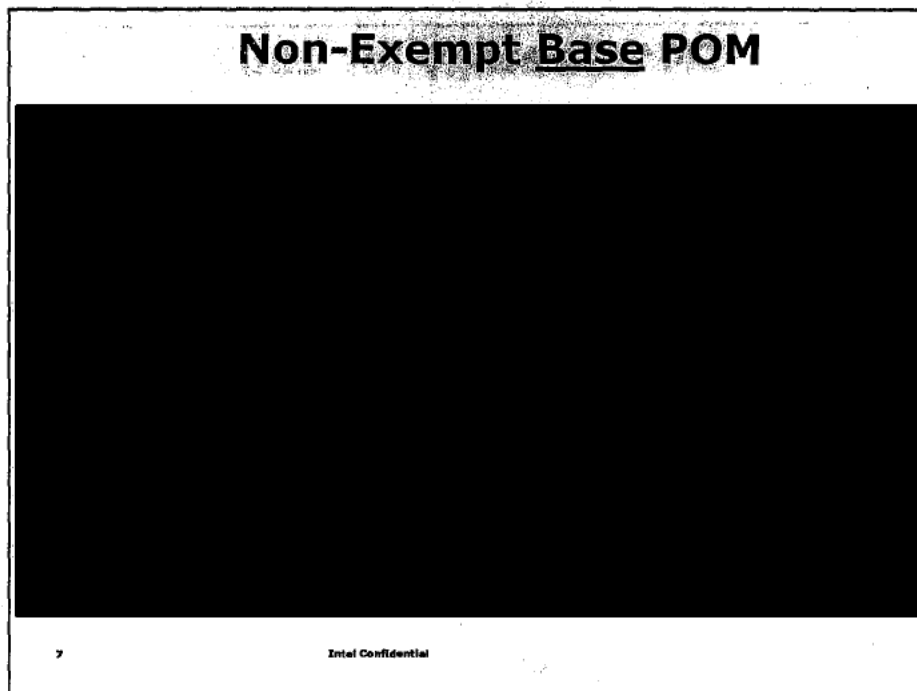
The market is the denominator, so you determine what is the % to Market.

[REDACTED]

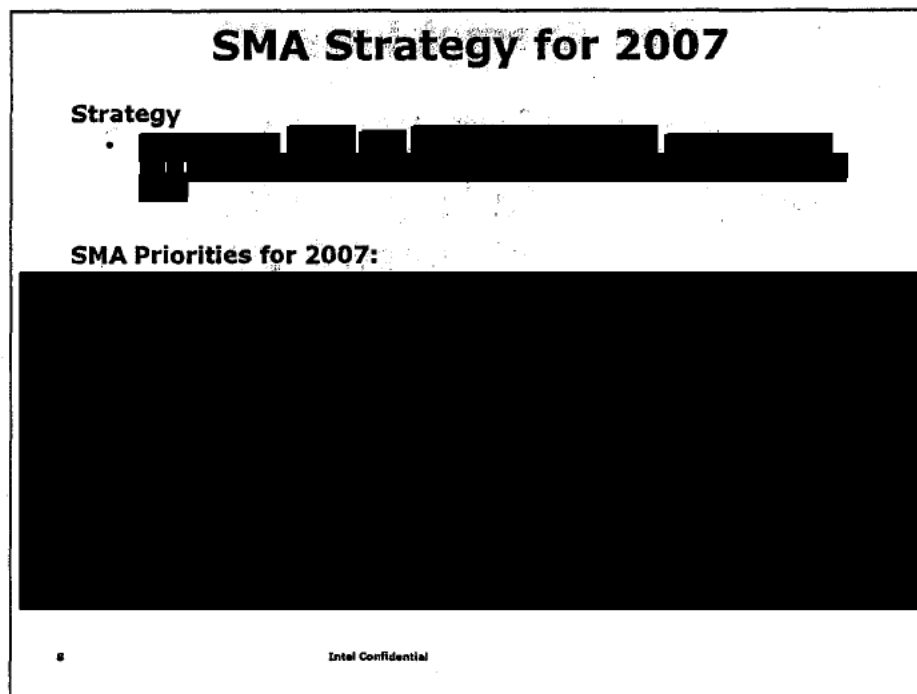


MatchedJobs	MatchedJobsPercent	MatchedEETPercent
993	0.965	0.786

T-Comp Companies
Radford – Primary (75%)
Chips – Secondary (25%)



When you look at Grade 53 for all of FSM- POM is 92%. Includes the Oregon Work Study technicians



TMG Mfg. Groups

Exempts - from 40% in 2006 to 25% in 2007

Nonexempts – from 32% in 2006 to 13% in 2007

Change due to:

Reduced H/C (Flash)

The market gap was closed for many jobs as a result of identifying them as critical in 2006

SMA by Country Preliminary Overview
Grade 10 & below

Do not share or forward

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Data pulled from the MDAT Employee List Report

In 2006, FSM

[REDACTED]

Exempts-SMA Generated by Job Title
Grade 2-10

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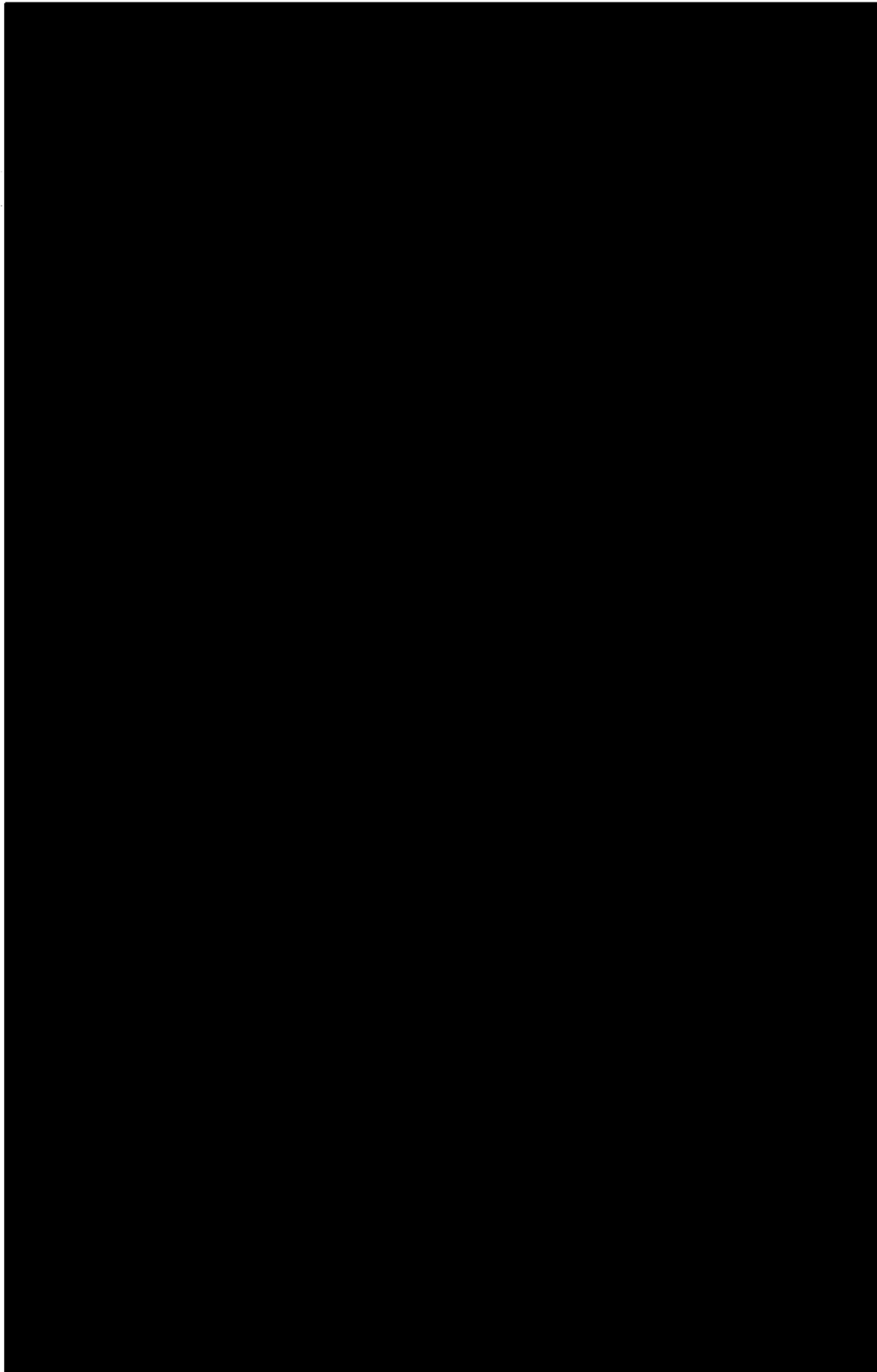
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- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Job Title			
US		IR	ISR
MYS			
[REDACTED]			

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Non-exempts - SMA Generated by Job Title

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[REDACTED]

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Grade 11-13 SMA for 2007

Strategy:

- [REDACTED]

Allocation Process:

[REDACTED]

[REDACTED]

[REDACTED]

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- T-Comp Companies used as Benchmark
- Two Surveys used: Radford and Towers Perrin
- Final rate is a weighted average based on survey incumbents
- SMA analysis will be on BASE pay, T-cash used as a check only

EB Guidelines

Grade	Before	New
[REDACTED]		

FSM Grade 11-12 Staff	
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Key Messages:

FSM Wrap Up

Focal

- **Merit: Same message as last year!**
 - Spend all your Focal budget
 - Apply Meritocracy
 - Promo your high performers
 - "Do the Right Thing"
- **Promotions:**
 - Would expect to see more promotions of your higher performers in the lower grades
 - Process Engineers Gr. 6, Automation Eng., Grade 3 and Eng. Mgr. Gr 6-9
- **SMA:**
 - Redistribute SMA to those higher performing employees who are paid below market goals.
 - No SMA increase to IR employees, BE's may be considered, but should be a lower priority
 - Improve market position for process and software engineers.
 - Do NOT share SMA information - "For Your Eyes" Only

Next Steps

- January Focal Kick-off
 - Review final budget and any key analysis with your staff

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Challenges facing FSM

Reduction of POR

Retention

Headcount reductions

Factory Roadmap

Productivity

Keeping employee motivated

Sabbatical Coverage

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Back-Up

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US T-Comp Competitors

US 2007 T-Comp Competitors

T-Comp Competitors: Companies against which Intel benchmarks compensation:

- 30 tech companies generally considered comparable to Intel
- Blend of semi, software, networking, communications, and diversified computer companies

Competitors may be modified by geo

- Based on local competition for talent

Competitor companies vary when offline surveys are used for specialized skills.

- Data is not available for special skills in our normal survey (ie: legal, vc, client managers, etc)

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CORE or BACK UP FOIL

T-Comp Changes in 2007

2006 Compensation Changes: Announced that Intel would improve our target for total cash pay from "average" to "above average", and deliver to that target over the course of 3 years. Inject additional focal budget (SMA \$) over 3 years to jobs that are below target, resulting in base + bonuses > market when Intel profitability matches or beats industry performance

Program	What's Changing	Why?

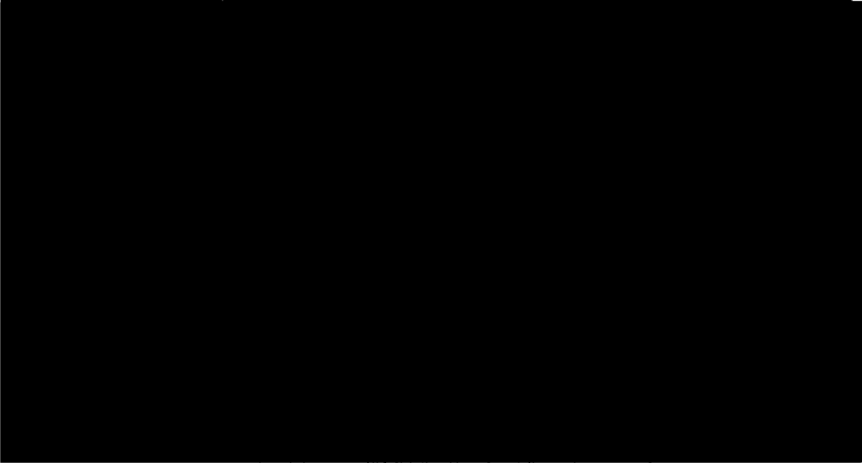
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Key Challenges

- Attracting and retaining talent in the midst of redeployment actions, while competitor companies continue to hire
- Low employee morale caused by SET actions resulting in reduced employee engagement
- Most markets are seeing increased demand for Engineers

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T-Comp Changes in 2007		
Program	What's Changing	Why?
		

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US Salary Ranges

Effective 1/1/07

Grade	Average of New MinValue	Average of New MidValue	Average of New MaxValue	Average of Midpoint Move from old to new

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Data pulled from Linda Lutter's excel file titled Salary Range Move Summary – Focal 2007

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TIG by High Performers (US)

Key Messages:

Overall, excellent progress made last year promoting all grades. Majority of grades have TIG <1 year.

Grade 3 may be an opportunity to promote

Grade 54, 5 year + on the high end. Look to promote more.

- AZ = 74%
- CS = 36%
- MC = 33%
- NM = 84%
- OR = 41%

Opportunities:

Do the Right Thing....Again

Spend all your promo dollars

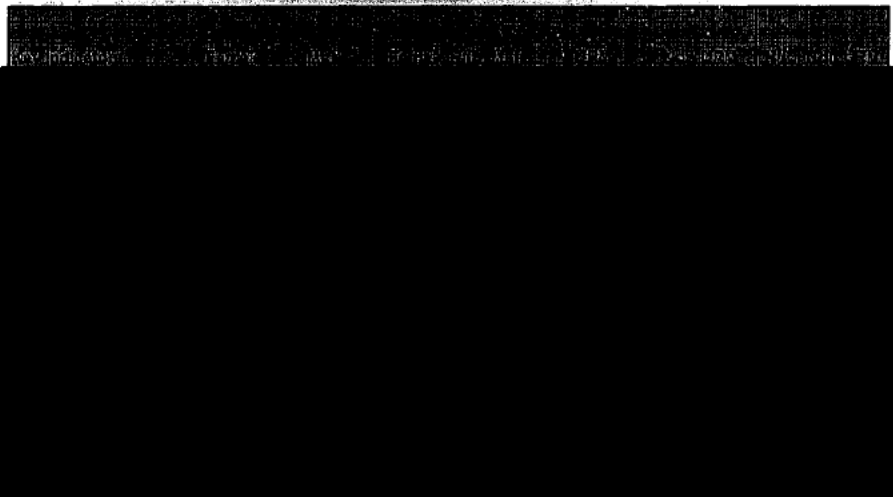
Apply meritocracy

*Higher Performer=An employee who received an "O" or "EE" twice AND received Level 1 or 2 SOP Twice in the last 3 Focals.

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Level 6	Promo/	Non-Promo	Total	Focal	Pop.	% of Total
	Increase Ratio	Total Employees		Promotions		
				# of NE to Exempt Promos		

**US Diversity Analysis
(Exempts Only)**



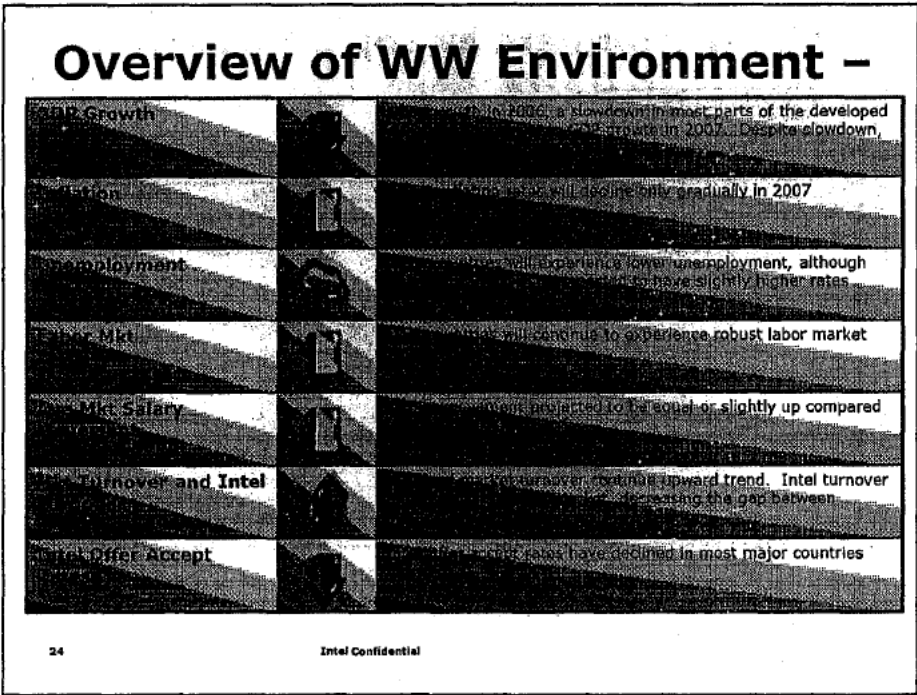
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Higher Performers by Top 3 HC positions

RatingTrend	HP
Country	USA
FLSA	E

Count of ID	TIGGrouping
InterTitle	Grade
	1-1yr
	1-3yrs
	3-5yrs
	5+yr

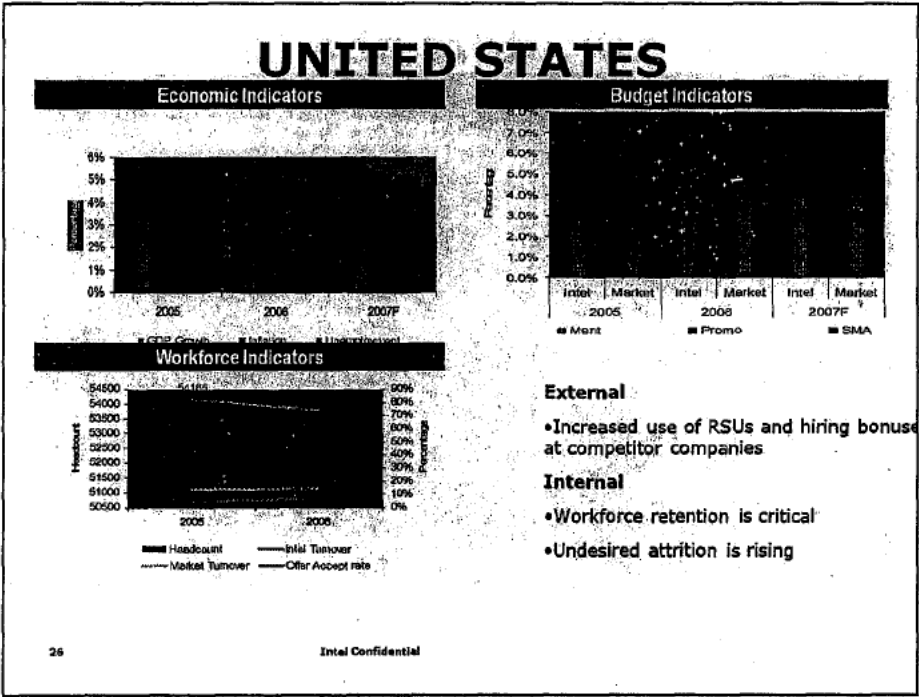


GDP Growth:

In terms of global GDP growth, 2006 will be an improvement on 2005, with the world economy now estimated to expand by 5.3% (measured using purchasing power parity—PPP—weights). But a slowdown in most parts of the developed world will reduce world GDP growth to 4.7% in 2007 and 2008. Economic expansion over the forecast period as a whole (2007-11) will average about 4.5% per year. While this is almost the same rate as in the previous five years, it is very strong compared with the long-run trend and reflects the increasing weight in the world economy of dynamic emerging markets. China and India, in particular, are helping to lift the global economy as they will continue to expand rapidly. Measured using GDP at market exchange rates (which gives greater emphasis to the OECD countries and reflects the exchange rates at which firms trade and repatriate profits), world GDP growth is forecast to slow from an estimated 4% in 2006 to 3.2% in 2007, a pace that will be maintained in 2009-11.

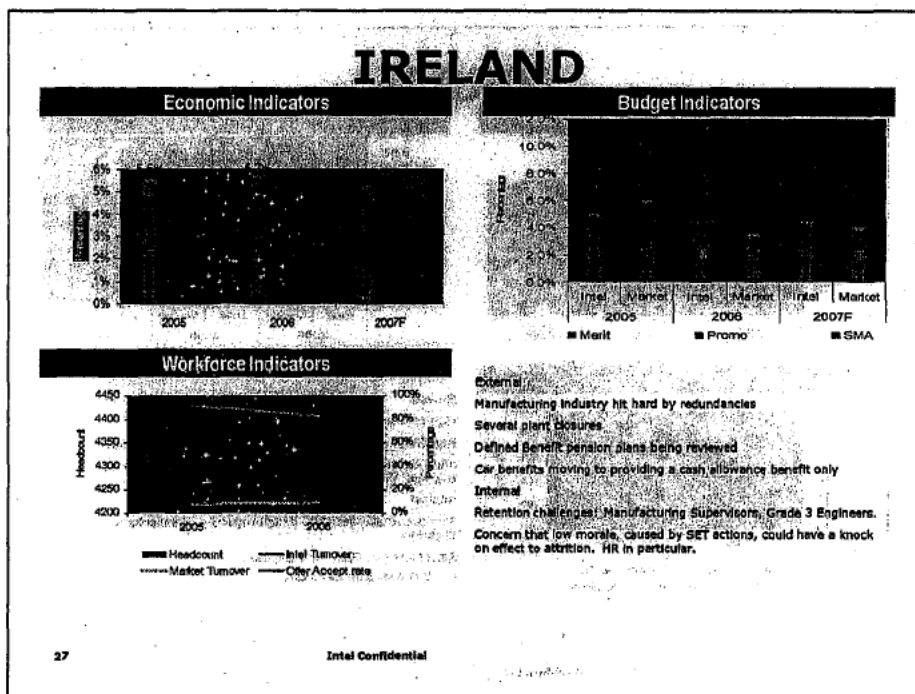


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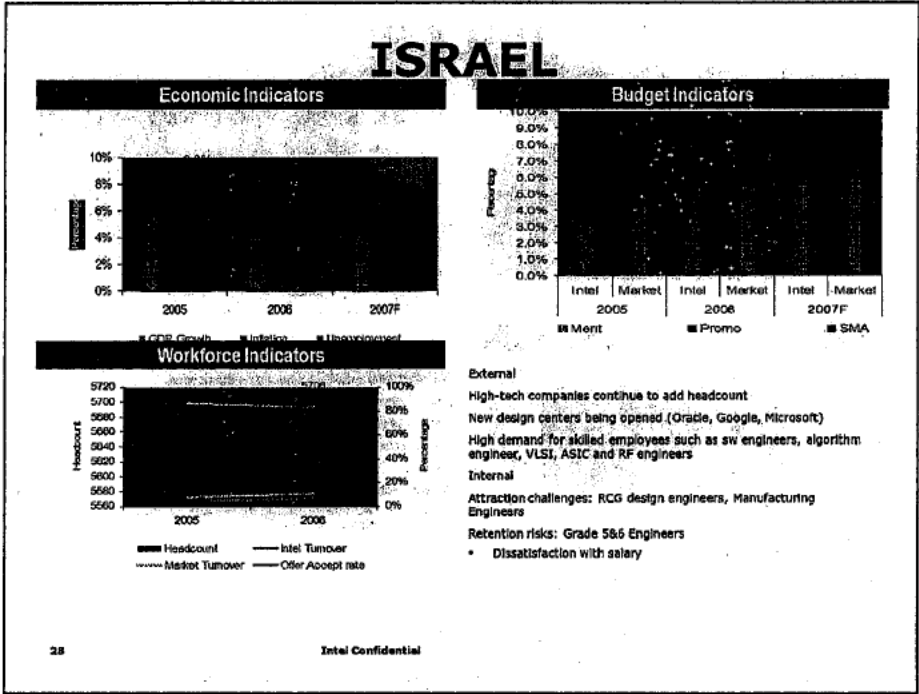


- Expectations are for a deceleration of U.S. economic growth in 2007, with some risk of recession present.
- Growth of U.S. labor force expected to be flat for next several years.
- More than half of leading technology companies are currently reporting normal to aggressive hiring patterns in the US
- Intel voluntary turnover is increasing and staffing indicators are deteriorating.

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- ▶ GDP growth to remain robust over the next year, although 2006 is expected to be the peak.
- ▶ Population growth to exceed that of most prosperous countries, aided by both natural growth and immigration from the EU and Eastern Europe.
- ▶ Manufacturing sector has flourished in recent years, but a pull-back is evidenced by numerous redundancy announcements
- ▶ Retention issues exist for Mfg Supervisors and Grade 3 engineers.



- ▶ GDP growth expected to slow as a result of the conflict in Lebanon, but it should pick back up in absence further deterioration in the security situation.
- ▶ R&D is the primary strength of its high-tech sector, due to having the world's highest proportion of engineers in the workforce.
- ▶ Labor force growth is strong, due to increases in female participation and strong immigration trends.
- ▶ Strong competition of labor and attrition risk among experienced engineers is high.

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US Focal Budget - Historical

Budget	2004	2005	2006	2007
Focal budget - MERIT	3.0%	2.8%	3.8%	4.0%
Focal budget - PROMO/ADJ	0.7%	0.6%	1.1%	1.1%
Focal budget - SMA	0.3%	0.4%	2.2%	TBD
Focal budget - TOTAL	4.0%	3.8%	7.1%	TBD
Market salary increase - MERIT	--	3.8%	4.0%	4.0%
Market salary increase - PROMO/ADJ	--	1.2%	1.4%	1.1%
Market salary increase - OVERALL*	--	4.3%	4.6%	4.8%

Actuals in Black

Estimates in Blue

Forecasts in Green

* As reported by Radford Surveys - not intended to be additive of Merit + Promo

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Ireland Focal Budget - Historical

Budget	2005	2006	2007
Focal budget - MERIT	5.0%	4.5%	4.5%
Focal budget - PROMO/ADJ	1.3%	1.1%	1.3%
Focal budget - SMA	4.0%	2.5%	TBD
Focal budget - TOTAL	10.3%	8.1%	TBD
Market salary increase - TOTAL	6.0%	3.6%	4.1%

Actuals in Black
Estimates in Blue
Forecasts in Green

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Israel Focal Budget - Historical

Budget	2005	2006	2007
Focal budget - MERIT	3.5%	5.0%	5.9%
Focal budget - PROMO/ADJ	1.0%	1.3%	1.3%
Focal budget - SMA	0.1%	2.3%	TBD
Focal budget - TOTAL	4.6%	8.6%	TBD
Market salary increase - TOTAL	5.0%	5.4%	5.9%

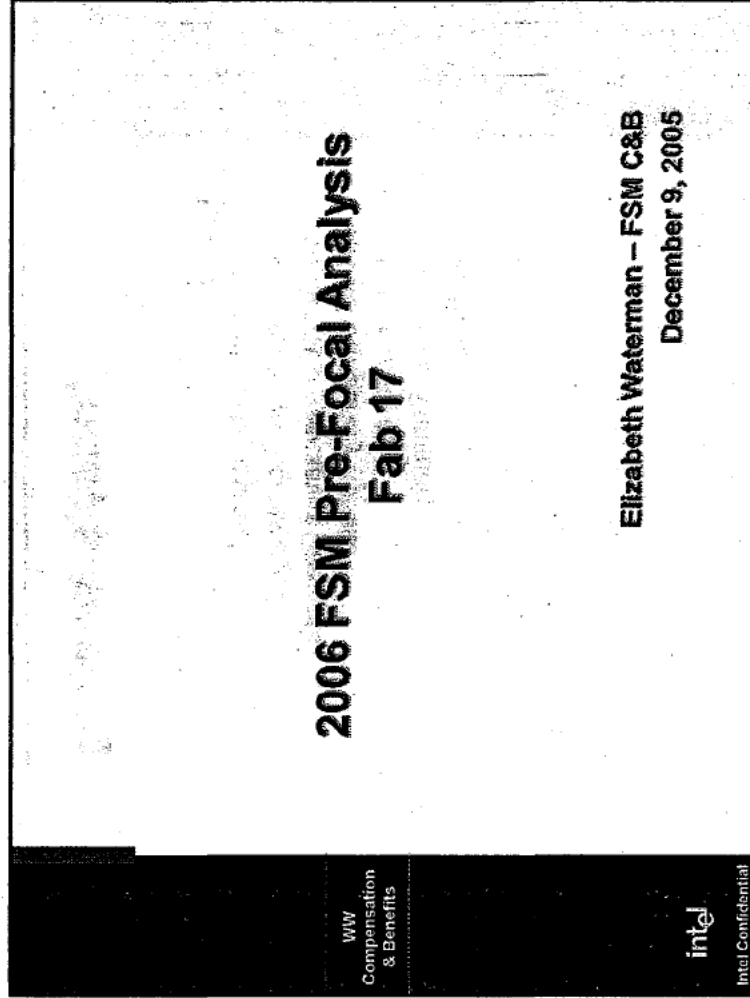
Actuals in Black

Estimates in Blue

Forecasts in Green

Exhibit E

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Today's Meeting

Agenda

- FSM Focal Strategic Direction
- Preliminary 2006 Focal Budget
- Proposed Compensation Changes
- Special Cut Survey Results
- Position of Market
- "Good News" Summary
- Next Steps

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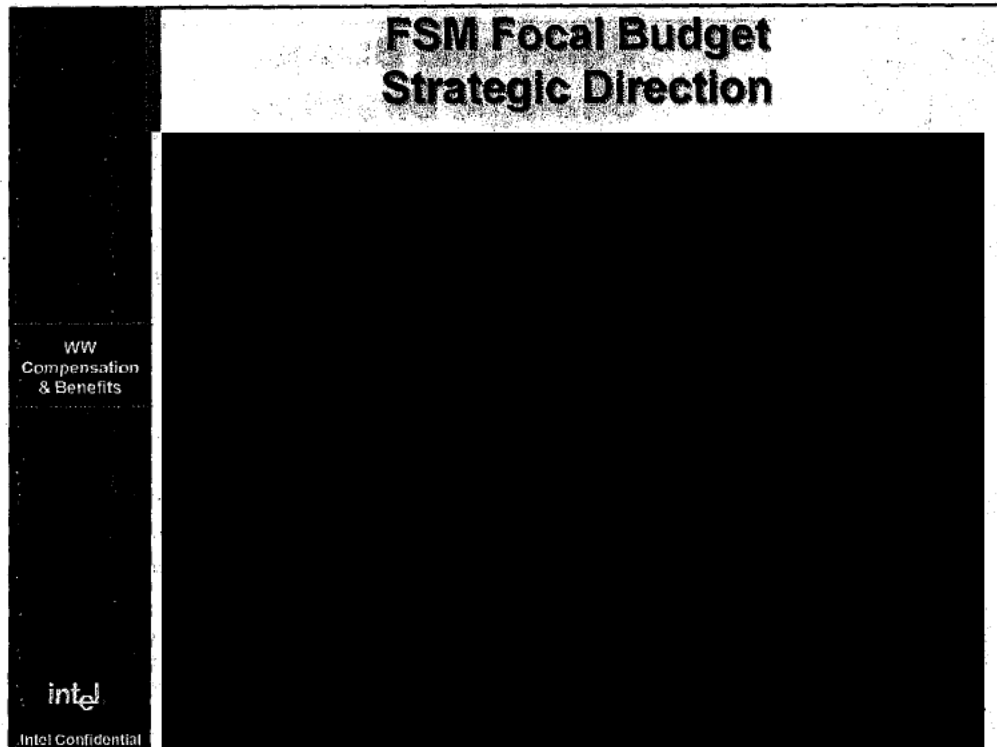
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Point 1:
Problem Statements

- **Employees are unhappy with total compensation**

We have listened to employees: Employees are saying that they are not satisfied with total compensation and they want Intel to do something differently. We know this through Org Health, F2F discussion and demographic data that ~60% of the population who have been at Intel for 5 years or less have seen little to no value from stock options. Employees have said, stock option value is not there, is Intel going to do something about it? This has led to a decline in employee trust.

We have listened to investors: Our investors want the highest gain possible from investing in Intel. Stock option expensing rules and internal controls to sustain stock value, have caused a need for many companies, including Intel to evaluate stock option program. We've determined that our stock option program as designed today must change.

To determine the appropriate solution to those problems, Paul Otellini lead a 9 month study to determine what the right total compensation solutions are to meet the needs of employees, investors and meet the needs for a growing global company. In that study we benchmarked 40+ company best compensation practices and surveyed 3000 Intel employees globally to determine their preferences in total compensation. Intel employees said they wanted competitive cash compensation and meaningful stock, with less pay at risk. What we concluded in the study is has resulted in our strategic direction.

Point 2:

- **We found that our compensation philosophy is sound:** Meritocracy and paying for individual and business performance and balancing employee and investor needs is still right for Intel's future.
- **But we need to do a better job at delivering compensation when we perform better than companies in our market.** We will do this by improving base pay so it matches market and ensure bonuses are greater than market when we perform
 - Actions we will take to achieve this goal is infusing more money into the focal budget process over the next 3 year to address gaps.
 - We will also make significant improvements to our stock plan by introducing Restricted Stock Units to all countries where feasible. There is a definition of Restricted Stock Unit below, but I will provide more information about restricted stock units in the upcoming foils.

Although the programs were evaluated through the 9 month study, there will be **no changes** to Employee Bonus, Employee Cash Bonus Program, or Stock Purchase Plan at this time.

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FSM Focal Budget
Strategic Direction

		05	05 YTD	Pre-Focal	Pre-Focal	Merit		Intel	Intel
		Budget	Turnover	POM Base	POM T-Cash	Market	Merit	Intel Merit	Intel Focal Budget
WW Compensation & Benefits	FSM USA								
	Ireland								
	Israel								

Key Messages:

- **Preliminary budget, subject to change.**
 - Final approval in December MCM meeting WW51 and PSO WW52
- **2006 Budget process simplified due to T-Comp Design**
 - Merit budget to move equal to market
 - Israel TMG budget is aggressive within the market movement range and is aligned with the R&D market movement in Israel
- **Promo budget based on historical promo rates & pay delta per grade**
 - Change from last year; prior years based on affordability
- **\$100M WW SMA, year one of three, to support T-Comp design**

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Total US FSM Promo spends = \$8.3M
 FSM will spend \$2.3M additional promo dollars
 ~1400 additional employees will be evaluated for promotion
 Addresses OHS survey feedback and concerns with grade level equity/pay and promotion opportunities.

External Data Sources:

Chips Pulse Quarterly Trend Survey (1st and 2nd bullets on hiring)

Radford QSIT Quarterly Trend Survey (3rd bullet on attrition)

Chips Trend Analysis for All Industries (STI)

Hiring rates and turnover rates, continued to rise in 2005. However, turnover continues to match (or exceed) hiring, resulting in no change in overall employment.

More companies are going back to normal hiring

34.7% companies reporting normal hiring from 29.0% a year earlier. Of T-Comp companies 62.5% report hiring replacements and critical hires, 29.2% report normal hiring.

Few hiring restrictions have been implemented in 2005. Only 17% reported some form of hiring freeze in Q3 2005 (as compared to 32% in Q4 2004).

Companies project a slightly higher employment level at the end of 12 months as compared to today.

Attrition, especially voluntary turnover, continues to climb.

Reductions in Force (RIF), which spiked in Q1, continue at the relatively steady pace of 20% of firms per quarter announcing a RIF.

Use of short term incentives is increasing. More employees received awards (64.6% vs 58.3%) and the average award increased from 7.6% to 8.9% of base pay. Participation and award size is increasing at all levels. Target award values are constant year to year (9.4% vs 9.2%). The increase in actual award value is related to firms performing well against their incentive plan goals (versus an increase in target awards).

HC Growth:


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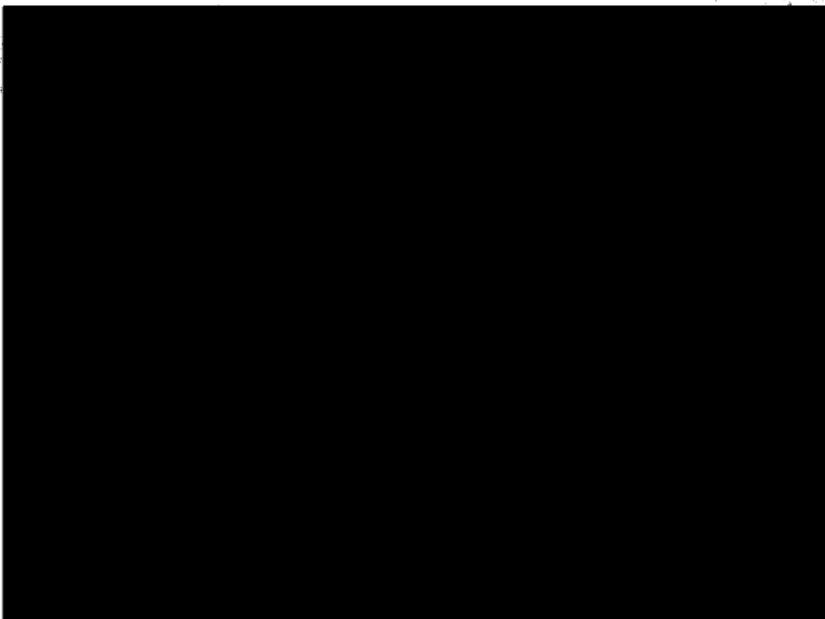
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Additional Compensation Changes



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Preliminary Merit Matrix

Fab 17

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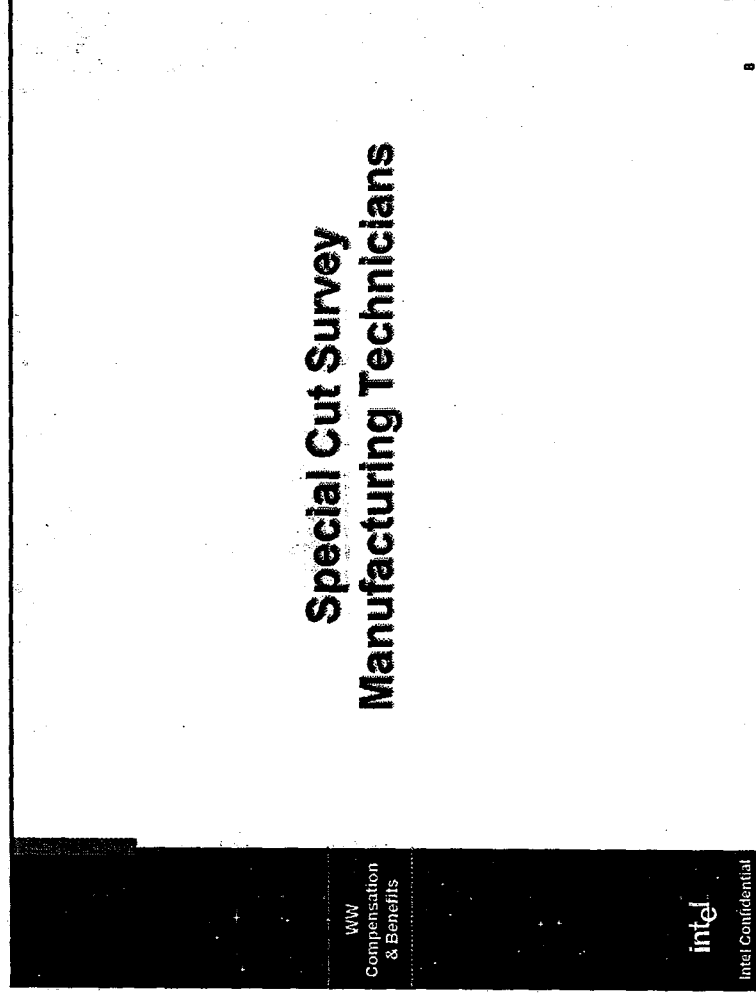
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Manufacturing Tech Salary Survey

Background:

- Fab 17 is ramping up to achieve increased production goals. Low accept to offer rates have caused management concerns regarding Intel compensation for Manufacturing Technicians.

Survey Purpose:

- Fab 17 requested C&B to conduct a special cut survey for the New England region to ensure Intel compensation is competitive.

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Survey Methodology/Challenges

- **Methodology:**

- Select companies chosen for special cuts of both Radford and CHIPS surveys by Feb 17
 - Radford: National and Regional cuts (primary survey)
 - CHIPS, National, Regional, and Special / Select company cut
- Special cuts compared to Regional and National data for each survey

- **Challenges**

- Radford: No special cut data available.
 - Many of the companies chosen by Feb 17 did not have enough incumbents to be statistically valid.

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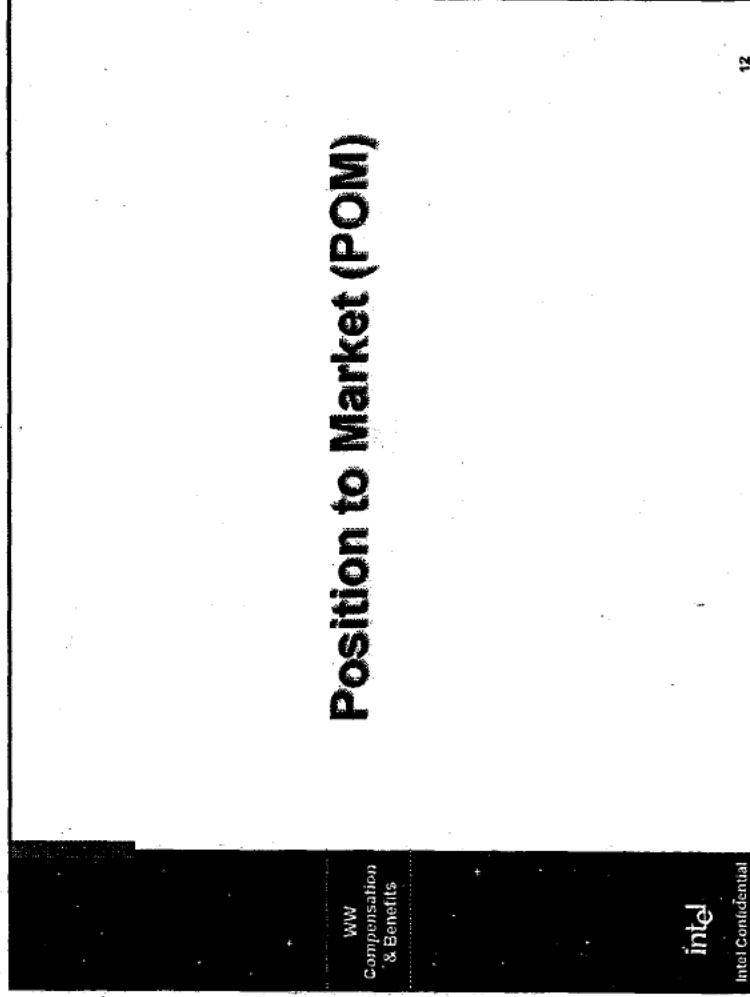
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Market rates below are highly confidential. Please do not share this information.

National vs. Regional Rates



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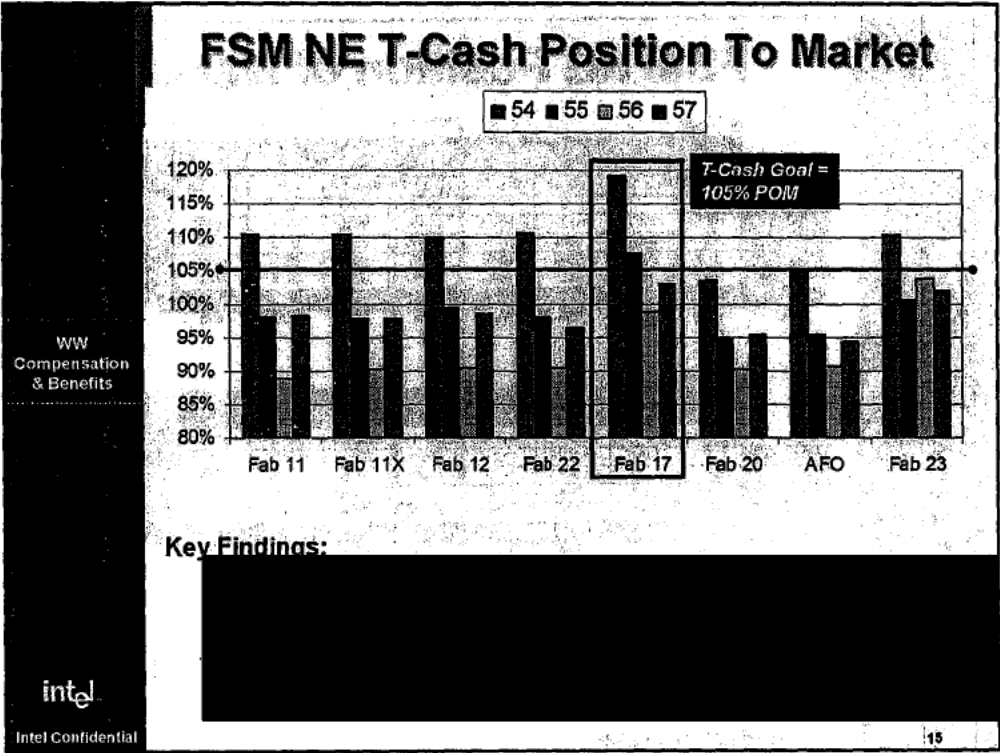


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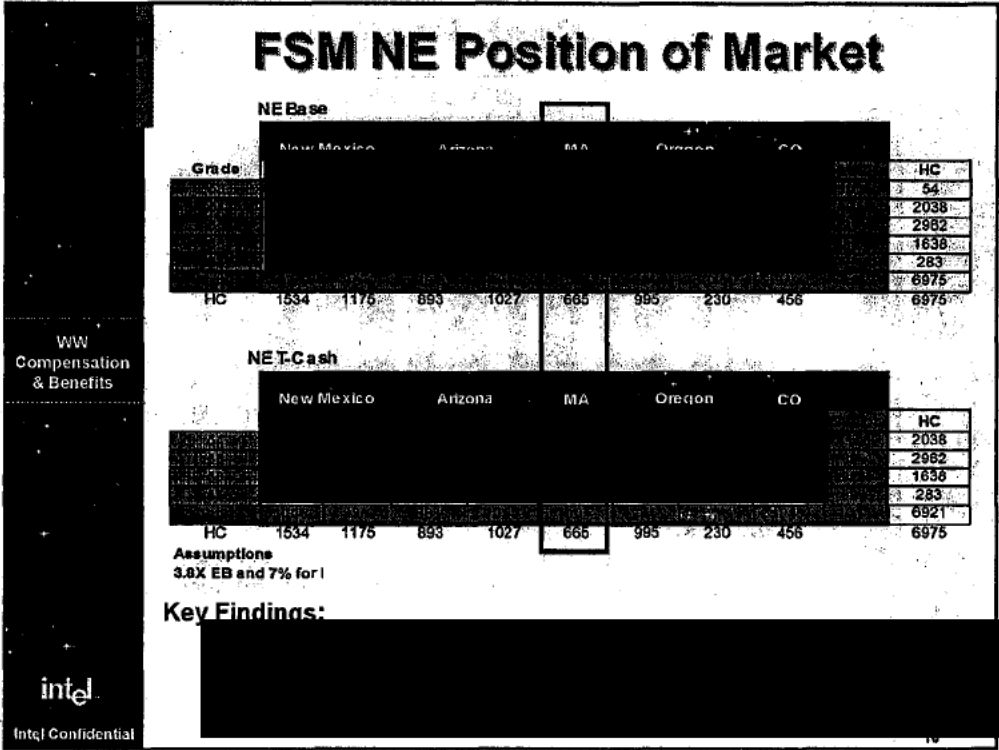
Fab 17 Environment Scan						
WW Compensation & Benefits		Non-Exempt G53-57	Exempt G3-10	F17 Total	FSM WW	TMG WW
	H/C (current)	665	279	944		
	TIG (Avg. Yrs)	3.5	3.0	3.3		
	Turnover			4.5%		
	Offer to Accept	82% = G53-54 71% = G55-56	88% = G2-5 100% = G7			
	Base Pay POM	107%	107%	107%		
	T-Cash POM	110%	113%	111%		
	T-Cash POM By Performance	HP = 103% AP = 113% LP = 111%	HP = 113% AP = 114% LP = 100%	HP = 107% AP = 112% LP = 110%		
	2005 Promotions Does not include MY	13.5%	12.3%	13%		
	Salary Ranges	44% = Q4/5	24% = Q4/5	38% = Q4/5		
intel Intel Confidential	Highest Grade %	G55 (41%)	G6 (25%)	N/A		

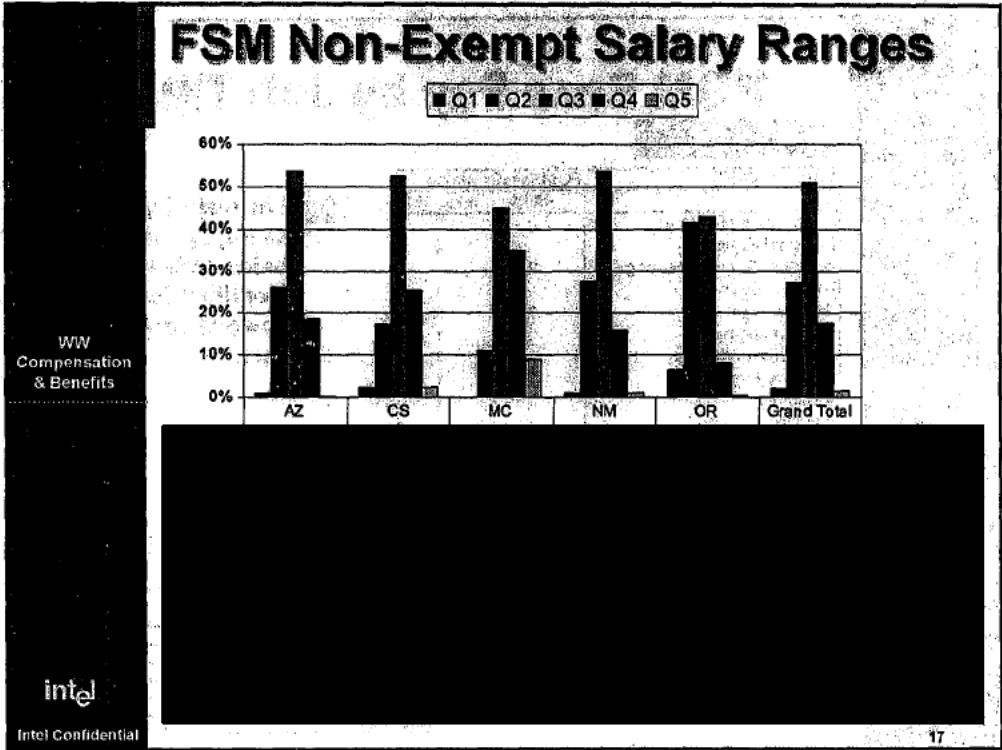
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US FSM Exempt									
T-Cash Position to Market (POM)									
Assumptions									
3.8X EB and 7% for ECBP									
T-Cash	New Mexico		Arizona		MA	Oregon		CO	
Grade	Fab 11	Fab 11X	Fab 12	Fab 22	Fab 17	Fab 20	AFO	Fab 23	
H/C	552	606	564	382	279	279	142	256	3269
Key Findings:									



2030.145





Massachusetts population

[REDACTED]

[REDACTED]

[REDACTED]

If spend to the Focal Tool merit recommendations, rank groups may have excess money available

[REDACTED]

[REDACTED]

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POM Base Pay by Job Titles

Exempts

Non-Exempts

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"Good News" Summary

- Completed Special Cut survey for based on Feb 17 criteria.
- Moved to national market rates for some technicians to be competitive.

Pending Approval

- Non-exempt salary ranges may increase:
 - In MA, the G57 issue will be addressed and reflect higher compensation than other sites.
- Merit budget increased from last year by 1%.
- Promo budget almost twice as much as last year.
 - Do the Right Thing
- SMA budget will be three times larger than last year.
 - Use dollars to close the gaps to improve base market position for both exempts and non-exempts.

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Next Steps

- **C&B**
 - MCM Ratify and PSO to approve budget (WW51-52)
 - Approve SMA recommendations
 - Approve Non-exempt salary range recommendations
- **F17**
 - Develop strategy for moving long-term TIG employees to next grade.
 - Continue to partner with Staffing:
 - Pre-screen compensation prior to interviewing candidates.
 - Confirm candidates are offered the right grade level to match their experience.
 - Continue to monitor accept/reject rates.

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